



# **CIVILIAN PERSONNEL CAREER MANAGEMENT**

**April  
2002**

**ARMY CIVILIAN TRAINING, EDUCATION, AND  
DEVELOPMENT SYSTEM (ACTEDS) PLAN**

**ADDENDUM H  
TO THE REGISTERED NURSE ACTEDS PLAN**

**CERTIFIED NURSE-MIDWIFE**

**ACTEDS PLAN**

**CORNERSTONE OF CONCERNED HEALTH CARE**


## FOREWORD

This Department of the Army Civilian Training, Education, and Development System (ACTEDS) plan for the civilian Certified Nurse-Midwife provides careerists and management with a guide to assist in career enhancement and progression. Training and development plans are essential in developing and enhancing an individual's knowledge, skills, and abilities; hence, promoting optimal performance, effectiveness, and efficiency. This plan, if followed, will provide all civilian Certified Nurse-Midwives the opportunities to become leaders of tomorrow in their field.

Civilian Certified Nurse-Midwives and their supervisors are encouraged to review this ACTEDS plan and tailor it to their needs.

Although individuals ultimately control their own careers, all levels of command share in the responsibility of implementing guidance contained in this plan. This will help to ensure a continuing source of highly qualified civilian Certified Nurse-Midwives for the Department of the Army.

APPROVED BY:

A handwritten signature in black ink, appearing to read 'William T. Bester', is written over a horizontal line.

WILLIAM T. BESTER  
Brigadier General, AN  
Functional Chief

## **ADDENDUM H**

### **ARMY CIVILIAN TRAINING, EDUCATION, AND DEVELOPMENT SYSTEM PLAN**

#### **CERTIFIED NURSE-MIDWIFE OCCUPATIONAL SERIES GS-610 (Career Field 53)**

**Introduction.** This addendum to the civilian Registered Nurse (RN) ACTEDS Plan describes the Certified Nurse-Midwife (CNM) portion of the plan and must be used in conjunction with the basic RN ACTEDS Plan. This Addendum includes the training, education, and developmental opportunities that enhance the employee's capability to advance within the CNM nursing community. General information of interest to all Army civilian RNs in all nursing specialties is found in the basic RN ACTEDS Plan of which this Addendum is a part.

#### Contents

1. Objectives
2. Structure
3. Key Positions
4. Responsibilities
5. Career Path
6. Competencies
7. Master Training Plan
8. Affirmative Action/Equal Employment Opportunity

Career Path Chart	Appendix A
Competencies	Appendix B
Master Training Plan Matrix	Appendix C
Master Training Plan Course Descriptions	Appendix D
Glossary	Appendix E

## **ADDENDUM H**

### **ARMY CIVILIAN TRAINING, EDUCATION, AND DEVELOPMENT SYSTEM PLAN**

#### **CERTIFIED NURSE-MIDWIFE OCCUPATIONAL SERIES GS-610 (Career Field 53)**

##### **1. OBJECTIVES.**

a. To assist employees and supervisors in determining specific education and experiences needed for the Nurse-Midwifery (NMW) specialty.

b. To enable CNMs to plan and schedule clinical and leader development activities appropriate for their chosen career progression.

c. To identify broad-based training needs throughout the CNM's employment.

d. To provide CNMs a comprehensive list of the competencies applicable to NMW nursing practices.

e. To aid in the recruitment and retention of quality RNs identifying the numerous training and career advancement opportunities offered by Department of the Army (DA) in the NMW community.

**2. STRUCTURE.** This plan applies to all Army civilian RN employees working in the field of NMW, regardless of the level at which they were hired and the organization or agency to which they are assigned or attached.

**3. KEY POSITIONS.** Key Positions are staff positions in which the incumbent establishes and/or interprets policy, plans, and strategy. The basic RN ACTEDS Plan lists Key Positions where any CNM can be assigned. There is no one Key Position in NMW; rather positions are established according to the responsibilities assigned at each installation or agency.

**4. RESPONSIBILITIES.** Responsibilities for the Functional Chief (FC), the Functional Chief Representative (FCR), the installation, the Medical Treatment Facility (MTF), the supervisor, and the employee are listed in the basic RN ACTEDS plan.

**5. CAREER PATH.** (Appendix A) Certified Nurse-Midwives must have completed an organized program of study and clinical experience recognized by the American College of Nurse-Midwives. This requirement differs from other nurse ACTEDS addenda wherein progression into higher levels can usually be achieved through on-the-job training (OJT) or related experience. There are numerous NMW programs available throughout the United States. The career path for the CNM represents progression in NMW normally beginning at the entry level and continuing to the advanced level. Descriptive levels are as follows:

a. Entry Level. At the entry level (normally at the GS-11/12 level), new CNMs require OJT experience and technical training for orientation and adaptation to their new role as a certified nurse-midwife. Emphasis is placed on involvement with and training in: (a) Nurse-Midwifery fundamentals; (b) Nurse-Midwifery standards and local patient care guidelines; (c) Quality Improvement processes; (d) Appropriate utilization of consultation and referral when conditions exceed the CNM's scope of practice; (e) Fundamentals of federal law, DA regulations, and directives in healthcare; (f) Computer training to assist in managing individual and population health and quantifying outcomes; and (g) Professional growth.

Typical CNM assignments at the entry level include, but are not limited to: provision of full scope midwifery care to women and their families; provision of well woman gynecologic care; individual, family, or population/disease assessments and management, health promotion, individual or group education, training, and self-care, etc. Initial practice is under the supervision of a senior CNM. Once competency is demonstrated, increasingly autonomous practice occurs within a collaborative practice environment. Employees at this level must be certified by the American College of Nurse Midwives.

b. Intermediate Level. At the GS-12 level, the primary focus is on expanding the technical knowledge and skills of the CNM. Secondarily, emphasis is placed on management and human relations skills including training for personnel selected to fill supervisory positions. Work assignments will be selected to add to the depth and breadth of their technical and leadership competence. Some of the work assignments include: (a) Managing the healthcare and educational needs of women throughout a woman's lifespan. (b) Providing a healthcare program where the CNM is the sole primary care provider; (c) Serving as the technical expert or point of contact for program direction; (d) Conducting clinical studies to determine research questions or

determine effectiveness of practice; (e) participating in or facilitating Hospital committees, and (f) serving as a functional and/or technical focal point for a variety of clinical information systems, such as Composite Health Care System (CHCS), Clinical Information Systems (CIS), or Statistical Package for the Social Sciences (SPSS).

The intermediate level CNMs' self-development activities are accelerated and focused to insure that CNMs continue to add to their variety and complexity of experiences. They will continue to receive progressive responsibility in assignments and, as they progress, will be afforded the opportunity to exercise some supervisory authority. Post-graduate study, speaking and writing activities, and active participation in professional group activities are encouraged. The CNM demonstrates participation in continuing competency assessment and continuing education activities as required by the American College of Nurse-Midwives, State Licensure requirements, and the Army Nurse Corps.

c. Advanced Level. At the GS-13/14 levels, all advanced level CNMs are recognized as subject-matter-experts (SMEs). At this level, emphasis is placed on strategic planning and administrative/managerial responsibilities. They make decisions or recommendations that significantly affect the content, interpretation, or development of Army policies or programs concerning critical matters or major issues within the NMW community. They are assigned positions/studies where limited guidance exists as to the method of evaluation for the potential experience identified or, where possible, new experiences need to be identified. Training will be on topics that are emerging issues in the specialized aspects of the CNM as well as seminars and conferences where these topics are likely to be discussed. At this level, the employee may have a mastery of one or more specialty fields evidenced by application of new developments and theories to critical and novel problems, and extension and modification of approaches and methods to solve a variety of problems with unconventional solutions.

**6. COMPETENCIES.** (Appendix B) Commanders and supervisors are responsible for identifying resources and offering opportunities to meet career objectives of their employees. They must ensure that employees under their supervision possess, or are provided opportunities to obtain, the required competencies commonly referred to as the knowledge, skills, and abilities (KSAs), found at Appendix B. Equivalency credit for competencies gained may be granted for formal courses or OJT received from sources other than from the courses listed at Appendix D of this Addendum. The required equivalency credit form is at Appendix G of the basic RN ACTEDS Plan.

**7. MASTER TRAINING PLAN (MTP).** (Appendix C)

a. Universal Training. Employees enter NMW with varying degrees of experience, capability, and potential for growth. For this reason, training identified in the MTP Matrix at Appendix C should be based on what formal training and/or OJT training the individual brings to the job in comparison with that required for advancement as outlined in this Addendum. Broadband training, shown in the MTP, is identified as those courses and OJT that cover a spectrum of grade levels. This training may be completed at any level within the band, but should be completed prior to accession out of the band. Consideration should be given to any documented prior experience and training.

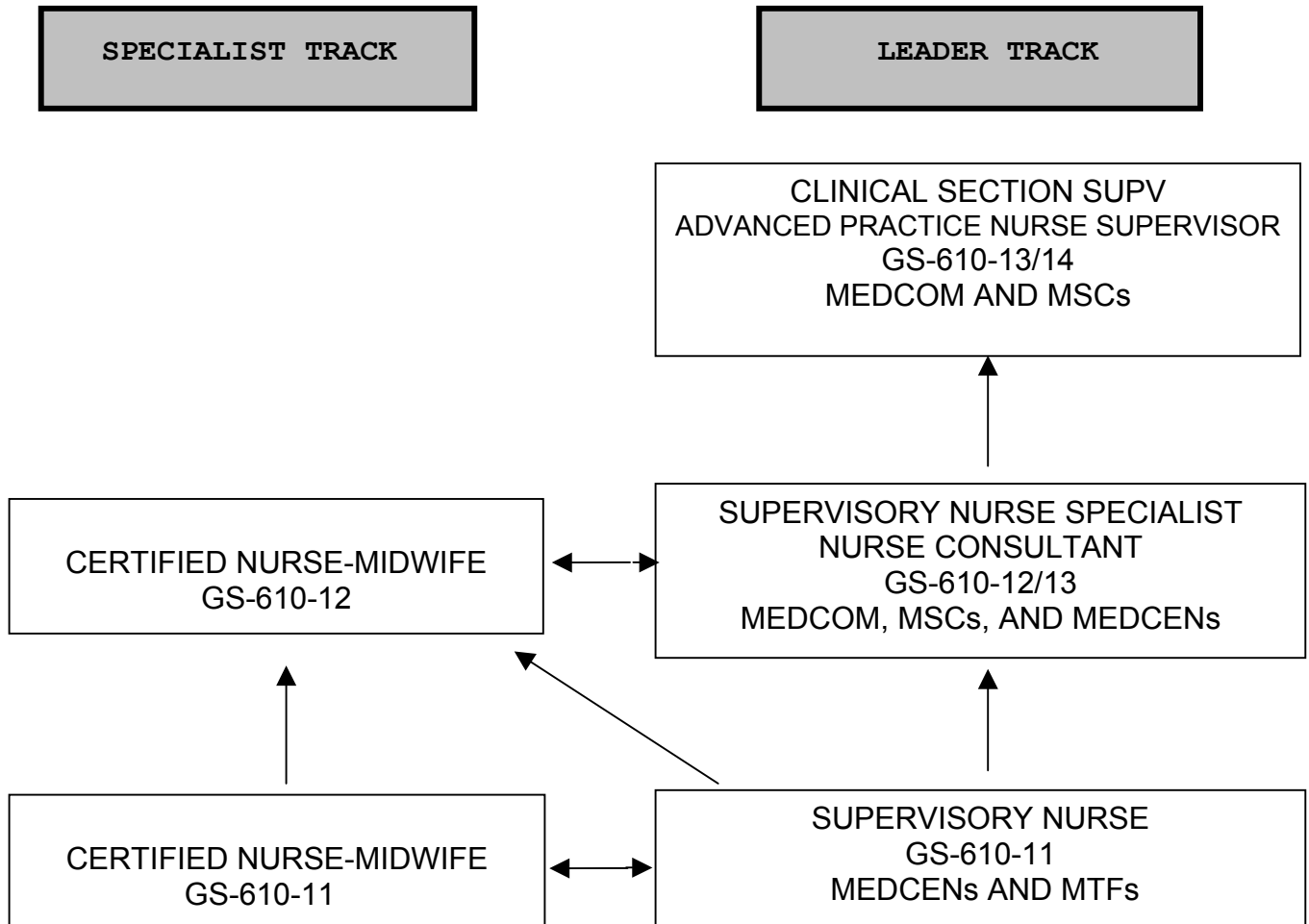
b. Self-development. In addition to the mandated training outlined in the MTP, CNMs at all levels are encouraged to undertake individual projects such as technical papers, presentations, and membership in professional organizations. Additional self-development activities are defined in the basic RN ACTEDS Plan.

c. Competitive Training. Competitive training includes Army-wide competitive programs (such as senior service colleges and the Sustaining Base Leadership and Management Program) that are centrally funded by DA. It also includes fellowship programs, developmental assignments and training-with-industry which may be funded by the installations, Major Commands (MACOMs), or other designated agencies. Competitive training opportunities are defined in the basic RN ACTEDS Plan.

**8. AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY.** Training and development opportunities for participants covered by this plan will be provided without regard to race, color, sex, religion, national origin, non-disqualifying disabilities, or age.

APPENDIX A

CERTIFIED NURSE-MIDWIFE  
CAREER PATH CHART





## **APPENDIX B**

### **COMPETENCIES FOR CNM**

- 1. Nursing** - Knowledge of anatomy and physiology, fetal development, women's reproductive cycles, pregnancy and childbirth, women's health, and obstetric and gynecologic disease processes in order to provide safe and comprehensive nurse-midwifery care to women of all age groups, in a variety of health care settings.
- 2. Nursing** - Skill in performing the full range of nurse-midwifery practice to include history taking, physical examination, labor and delivery management, prescribing and administering medications, perineal laceration repair, newborn care, ordering and evaluation of laboratory tests, postdelivery and well woman care in order to provide safe, full scope midwifery care to clientele.
- 3. Nursing** - Knowledge of and skill in performance of comprehensive client health assessments in order to develop effective, individualized plans of care.
- 4. Nursing** - Skill in utilization of health assessment data to identify actual or anticipated client needs, implement, evaluate, and monitor a care plan in order to determine its effectiveness and modify as necessary based on changes in client/family status or environment.
- 5. Nursing** - Ability to recognize deviations from the norm, make critical decisions, consider risks, problem solve, implement emergency treatment measures, and consult appropriately when life threatening situations arise in order to safeguard the health and life of both the mother and her fetus/infant and provide the optimal outcome to emergent and urgent scenarios.
- 6. Nursing** - Ability to document expected outcomes as measurable goals in order to demonstrate effectiveness of CNM practice interventions.
- 7. Nursing** - Knowledge of individual and family dynamics and their implications on current and potential health status or behaviors in order to recognize normal and unusual reactions to treatment plans, modalities, and providers.

8. **Nursing** - Ability to apply knowledge of advanced nursing practice in order to perform individual and population disease management, practice in various clinical settings, and across the life cycle.
9. **Nursing** - Knowledge of medical and nursing theory and practices in order to manifest a high level of expertise, autonomy, and independent judgment in diagnosis and treatment of common or complex human responses.
10. **Nursing** - Skill in ordering and interpreting diagnostic tests and procedures and assimilating with health assessment data in order to globally assess the presenting problem(s).
11. **Nursing** - Knowledge of and ability to exercise prescriptive authority to prescribe medications, non-pharmacologic treatment/interventions, alternative treatments, and ascertain their intended effects, potential adverse effects, and cost in order to maintain or enhance the wellness of individuals or populations.
12. **Nursing** - Ability to provide appropriate, timely (routine, non-routine, emergent) consultation or referral and implement recommendations with consideration of benefits and costs in order to provide efficient, cost-effective care and services to each patient.
13. **Nursing** - Ability to promote ethical practice environments, and professional integrity in order to protect patient rights and confidentiality.
14. **Nursing** - Knowledge of and skill in client advocacy displaying non-judgmental and non-discriminatory behaviors in order to foster client dignity and diversity with regard to racial or ethnic background and cultural beliefs.
15. **Nursing** - Knowledge of clients' rights of self-determination, truthful disclosure, and privacy in order to augment the patient's trust in the health care system and progress as an informed consumer.
16. **Nursing** - Knowledge of and ability to incorporate interaction and participation of clients in decision-making regarding planning, implementing, monitoring, and evaluating his/her plan of care in order to advance autonomy in health care evaluation and choices.

17. **Nursing** - Ability to research and coordinate military and community resources in order to meet the needs of the client/family/population in health education, promotion, restoration, or maintenance, and prevention of disease or injury.
18. **Nursing** - Skill in specialty nursing and knowledge of life support procedures and equipment in order to perform necessary steps in case of cardiac arrest, seizures, anaphylactic reaction, etc.
19. **Nursing** - Knowledge and ability to apply, operate, and interpret electronic fetal monitors in order to document fetal well being, observe variations, identify deviations from normal and implement corrective measures.
20. **Nursing** - Ability to clearly and concisely document patient assessments, plans, and nursing and midwifery care given and the skill to appropriately maintain patient records in order to ensure effective communication of information.
21. **Communication** - Skill in relating to individuals, families, and groups in order to provide information, evaluate understanding, and enhance adherence.
22. **Communication** - Knowledge of and ability to apply age, gender, and culture-specific competencies in professional practice in order to validate patient's heritage and provide individualized education and care.
23. **Communication** - Ability to incorporate risk assessment, learning theory, epidemiological principles, and client's health beliefs and practices into education strategies in order to competently manage population health.
24. **Communication** - Skill in choosing learning methods appropriate to the client's developmental level, learning needs, readiness, and ability to learn in order to ensure healthy decision-making and self-management.
25. **Communication** - Ability to work independently and as part of interdisciplinary teams in order to incorporate the expertise of all necessary disciplines in a comprehensive, integrated approach to care.
26. **Communication** - Skill in collaboration with other disciplines in order to enhance client care through education, consultation, management, technological development, or research opportunities.

27. **Management/Leadership/Professional Performance** - Knowledge of local, state, and federal laws and regulations, professional code of ethics, and practice standards in order to ensure adherence within legal and professional parameters.

28. **Management/Leadership/Professional Performance** - Knowledge and ability to develop clinical practice guidelines, perform operating procedures reviews and appropriately update policies, protocols and standards of nursing practice, in collaboration with the multi-disciplinary health team in order to promote quality care.

29. **Management/Leadership/Professional Performance** - Ability to integrate education, research, management and leadership principles, and consultation into clinical practice in order to continuously improve patient care.

30. **Management/Leadership/Professional Performance** - Knowledge and ability to participate in peer review and other means of evaluation with other advanced nurse practitioners in order to assure quality of nursing care provided for clients.

31. **Management/Leadership/Professional Performance** - Knowledge and ability to serve as a preceptor for student nurse-midwives, nurse practitioner students, family practice and obstetric residents, physician assistant students, and nursing students in order to provide relevant information, enhance role performance and develop competent healthcare providers.

32. **Management/Leadership/Professional Performance** - Skill in assumption of leadership role in order to insure professional practice improvement, effect appropriate changes throughout the health care system, implement resource utilization effectiveness endeavors, and impact public policy.

33. **Management/Leadership/Professional Performance** - Ability to seek feedback from peers, professional colleagues, clients, and outcomes research, in order to expand clinical knowledge, enhance role performance, and increase knowledge of professional issues.

34. **Management/Leadership/Professional Performance** - Knowledge and skill in strategies to market the nurse-midwifery role, programs, and services in order to advance the visibility of the nurse-midwife and program designs which enhance education, wellness, and prevention of disease/injury.

35. **Management/Leadership/Professional Performance** - Skill in design and management of budget and cost benefit analysis in order to ensure optimal stewardship of resources.

36. **Consultation** - Skill in providing consultation in order to influence plan of care for clients, enhance abilities of client/support network, and effect change in system or policy at any level.

37. **Research** - Ability to participate in collegial relationships with nursing peers and other professionals, individuals, and groups in order to influence the health environment.

38. **Research** - Ability to participate in research, or to evaluate and utilize existing research in order to critically evaluate existing practices, implement process improvements, or contribute to the existing knowledge base in nurse-midwifery.

39. **Research/Informatics** - Skill in operation and management of information systems and technology in order to manage individual or population health and continuously improve practice.

40. **Education/Communication** - Skill and ability to teach and counsel women and their families during pregnancy and after birth in order to provide care, treatment, and support to patients and families as well as assess emotional adjustment to parenthood.

41. **Education** - Knowledge and ability to coordinate or conduct in-service education programs for other health care professionals in order to contribute to the professional growth of others.

42. **Education** - Ability to assume responsibility for continuing education and professional development in order to expand clinical knowledge, enhance role performance, and increase knowledge of professional issues.

**APPENDIX C**  
**MASTER TRAINING PLAN MATRIX FOR CNM**

COURSE / SEMINAR / OJT TITLE	TYPE OF TRAINING	LENGTH HOURS	ENTRY	INTERMEDIATE	ADVANCED		SOURCE	COMPETENCIES  (APPENDIX B)	COURSE NUMBER  (APPENDIX D)
			GS-11	GS-12	GS-13	GS-14			
Fetal Monitoring Certification	FC	8	U1	U1	U1	U*	Vendor	2, 18, 19	1
Advanced Fetal Monitoring Course	FC	8	U2	U1	U1	U1*	Vendor	2, 18, 19	2
Advanced Cardiac Life Support Certification (ACLS)	FC	24	U1*	U1*	U1*	U1*	Local	18	3
Advanced Life Support Obstetrics (ALSO)	FC	18-24	U2	U2	U2	U2	AAFP	1, 2, 18, 19	4
Neonatal Resuscitation Course	FC	8	U1	U1	U1**	U1**	Local	2, 18	5
Obstetrical Ultrasound Course	FC	Varies		U3	U3	U3	Local	18, 19	6
Colposcopy Training	FC/OJT	Varies		U3	U3	U3	Vendor	18	7
Lactation Consultant Certification	FC	Varies	U2	U2	U2	U2	Vendor	40, 41, 42	8
Childbirth Educator Certification	FC	Varies	U2	U2	U2	U2	Vendor	24, 40, 41, 42	9
Nurse-Midwife Certification	CC/EXAM	Varies	U1	U1	U1	U1	Local	1-10, 12, 13-16, 20, 21-30	10
Pharmacology for Advanced Practice	FC	Varies	U1*	U1*	U1*	U1*	University- Based	11	11
Bloodborne Pathogens Course	FC	Varies	U1	U1	U1	U1	OSHA	2, 4, 5	12
Resolve Through Sharing Course	FC	24	U2				Local	13, 14, 21, 22, 40	13
Preceptor Development Course	FC	3.5		U2	U2	U2	Local	29, 31	14
Faculty Development Course	FC	80			U3*	U2*	AMEDDC&S	29, 31	15

LEGEND: FC = FORMAL COURSE  
CC/OL = CORRESPONDENCE COURSE/ON-LINE  
OJT = ON-THE-JOB TRAINING

U1 = UNIVERSAL PRIORITY I  
U2 = UNIVERSAL PRIORITY II  
U3 = UNIVERSAL PRIORITY III

C = COMPETITIVE  
SUP = SUPERVISOR ONLY  
DVP = DEVELOPMENT ASSIGNMENT

\* = ACCORDING TO INDIVIDUAL JOB REQUIREMENT  
\*\* = RECURRING REQUIREMENT  
\*\*\* = BY EXCEPTION

**APPENDIX C**  
**MASTER TRAINING PLAN MATRIX FOR CNM**

COURSE / SEMINAR / OJT TITLE	TYPE OF TRAINING	LENGTH HOURS	ENTRY	INTERMEDIATE	ADVANCED		SOURCE	COMPETENCIES  (APPENDIX B)	COURSE NUMBER  (APPENDIX D)
			GS-11	GS-12	GS-13	GS-14			
Nursing Informatics	FC	Varies	U2	U2	U2	U2	University- Based/ Vendor	17,28,29, 39,	16
Discharge Planning	FC	Varies		U3*	U3*	U3*	University- Based/ Vendor	17	17
Critical Reading of Research Publications	CC/OL	12		U1	U1	U1	RMC NESDS	37, 38	18
Various Fellowships/Scholarships	Varies	Varies					Varies		19
Nurse-Midwifery Service Directors Institute	FC	40			U2	U2	Vendor	29, 30, 31, 32, 33, 34, 35, 36	20

LEGEND: FC = FORMAL COURSE  
CC/OL = CORRESPONDENCE COURSE/ON-LINE  
OJT = ON-THE-JOB TRAINING

U1 = UNIVERSAL PRIORITY I  
U2 = UNIVERSAL PRIORITY II  
U3 = UNIVERSAL PRIORITY III

C = COMPETITIVE  
SUP = SUPERVISOR ONLY  
DVP = DEVELOPMENT ASSIGNMENT

\* = ACCORDING TO INDIVIDUAL JOB REQUIREMENT  
\*\* = RECURRING REQUIREMENT  
\*\*\* = BY EXCEPTION

## APPENDIX D

### COURSE DESCRIPTIONS FOR CERTIFIED NURSE-MIDWIFE

**1. Fetal Monitoring Certification.** This program will enhance the nurse's ability to interpret fetal monitoring patterns and intervene appropriately. (Source: Vendor) (8 Hours)

**2. Advanced Fetal Monitoring Course.** Provides a comprehensive approach to the assessment, planning, implementation, and evaluation of the fetus in both the antepartum and intrapartum settings. (Source: Vendor) (8 Hours)

**3. Advanced Cardiac Life Support (ACLS) Course.** An intensive course covering the American Heart Association curriculum for ACLS. (Source: Local) (24 Hours)

**4. Advanced Life Support in Obstetrics (ALSO).** An American Academy of Family Physicians (AAFP) course on basic Obstetrics and management of emergencies. Uses algorithms and standardized guidelines to assist in management of common obstetric conditions. Provides continuing education and certification credit. (Source: Programs given throughout the country by AAFP) (18-24 Hours)

**5. Neonatal Resuscitation Course.** This is an intensive course covering the American Heart Association curriculum for ACLS for the newborn patient. (Source: Local) (8 Hours)

**6. Obstetrical Ultrasound Course.** Course is designed for nurses, nurse practitioners, and certified nurse-midwives interested in learning more about the applications of prenatal diagnostic techniques during pregnancy, particularly during the third trimester. (Source: Local/Formal Course/University) (Length varies)

**7. Colposcopy Training.** Advanced training in the evaluation and treatment of abnormal pap smears with the use of the colposcope. Courses usually include the didactic content regarding etiology and evaluation of abnormalities, procedures for colposcopy, and treatment options. Practical experience is usually done in an OJT manner with a preceptor, after the completion of a didactic course. (Source: Commercially available Continuing Education Course, followed by local OJT with preceptor) (Length varies)



**8. Lactation Consultant Training.** Provides didactic information and practical knowledge and skills to assist women with the initiation and continuation of breastfeeding. Focus is on education and problem solving. (Source: Commercially available Continuing Education Courses, national certification exam available by International Board of Lactation Consultants) (Length varies)

**9. Childbirth Education Certification Training.** Provides a formalized educational program to obtain certification as a childbirth educator. Focus is on adult learning and the childbearing experience. (Source: Several commercially available training programs from different certifying bodies) (Length varies)

**10. Nurse-Midwife Certification.** Completion of National Certification exam given by the American College of Nurse-Midwives (ACNM) that documents validation of the professional achievement of identified standards of practice by an individual registered Nurse-Midwife. Additional information is available at: <http://www.accmidwife.org/> (Source: ACNM Certification Council) (Length varies)

**11. Pharmacology for Advanced Practice.** Presents an advanced course in pharmacology for advanced practitioners. (Source: University or Commercial continuing education offering) (Length varies)

**12. Bloodborne Pathogens Training.** Provides guidance on program management in accordance with Occupational Safety and Health Administration (OSHA) law mandated in 29 CFR 1910.130. Includes subjects such as: identifying scope of the Act, developing exposure control plans, identifying infectious materials, methods of compliance, Hepatitis B vaccinations, research laboratories, hazard communication, information/ training, and record keeping. (Source: OSHA) (Length varies)

**13. Resolve Thorough Sharing Course.** Provides comprehensive hands-on training for health care professionals to use when caring for families who have lost their baby through miscarriage, ectopic pregnancy, stillbirth, or newborn death. This program will provide participants with protocols, guidelines, and checklists to provide consistent care. (Source: Local) (24 Hours)

**14. Preceptor Development Course.** Prepares experienced nursing personnel to serve as preceptors. Facilitates the transition of new nursing personnel to clinical nursing. (Source: Local) (3.5 Hours)

**15. Faculty Development.** Prepares participants for platform responsibilities they assume as educators, presenters, and program developers. Focuses on communication skills, audio-visual support, writing lesson plans and objectives, and writing test items (Source: AMEDDC&S) (80 Hours)

**16. Nursing Informatics.** An overview of how computer science, information science, and nursing science are used to manage information. The focus of the course is on how nurses can use information technology with clinical practice, research, education, administration, and communication to improve the delivery of nursing care and patient health. A current health care information system is examined. Basic computer applications are explored through hands-on training. (Source: University-Based/Vendor) (Length varies)

**17. Discharge Planning.** Addresses the planning, implementation, and collaboration required to achieve individualized expected outcomes for safe and efficient transition through levels of healthcare. (Source: University-Based/Vendor) (Length varies)

**18. Critical Reading of Research Publications (CRRP).** This course is designed as an Independent Study for use by Clinical Interest Groups, Journal Clubs, or small groups who want to become more comfortable in reading and evaluating research. The primary characteristic of this program is that it must be carried out by at least two or more people in order to obtain continuing education credit. The course is available on-line at:  
<http://armynursecorps.amedd.army.mil/crrp.htm> (Source: RMC NESDS) (12 Hours)

**19. Various Fellowships/Scholarships.** A variety of Fellowships/Scholarships are available. The ACNM Foundation awards basic midwifery education scholarships based on academic and financial need. Additional information is available at:  
<http://www.midwife.org/foundation/awards.cfm> (Source: Varies) (Length varies)

**20. Nurse-Midwifery Service Directors Institute.** Provides continuing education programs approved by the ACNM relevant to nurse-midwifery service directors. Additional information is available at: <http://www.servicedirectorsnetwork.com/> (Vendor) (40 Hours)

## APPENDIX E

### GLOSSARY

<u>ACRONYM</u>	<u>DEFINITION</u>
AAFP	American Academy of Family Physicians
ACLS	Advanced Cardiac Life Support
ACNM	American College of Nurse-Midwives
ACTEDS	Army Civilian Training, Education, and Development System
ALSO	Advanced Life Support in Obstetrics
AMEDDC&S	Army Medical Department Center & School
CHCS	Composite Health Care System
CIS	Clinical Information Systems
CNM	Certified Nurse-Midwife
CRRP	Critical Reading of Research Publications
DA	Department of the Army
FC	Functional Chief
FCR	Functional Chief Representative
KSAs	Knowledge, Skills, and Abilities
MACOM	Major Command
MEDCENS	Medical Centers
MEDCOM	U.S. Army Medical Command
MSCs	Major Subordinate Commands
MTF	Medical Treatment Facility
MTP	Master Training Plan
NESDS	Nursing Education and Staff Development Service
NMW	Nurse-Midwifery
OJT	On-the-Job Training
OSHA	Occupational Safety and Health Administration
RMC	Regional Medical Center
RN	Registered Nurse
SMEs	Subject-Matter-Experts
SPSS	Statistical Package for the Social Sciences